



REASON FOR POLICY

Needs to be developed

ENTITIES AFFECTED BY THIS POLICY

Needs to be developed

WEB SITE ADDRESS FOR THIS POLICY

If the policy is not posted as a separate file on the policy library, please provide the link in the spreadsheet.

RESPONSIBLE OFFICE

For questions about this policy, please contact the Office of the Vice President of the Division of Student Life at (541) 346-XXXX vpsl@uoregon.edu.

For questions about this policy, please contact the Office of the Vice President for Finance and Administration at (541) 346-XXXX vpfa@uoregon.edu.

ENACTMENT & REVISION HISTORY

(Adopted by the Oregon State Board of Higher Education, Meeting #754, September 9, 2005, pp. 956-958)

POLICY

Sexual harassment is contrary to the mission, goals, and positive learning environments of the Oregon University System and its institutions. Each institution shall set forth its policy; shall establish effective means to notify the university community of the policy; shall provide mechanisms to educate the university community regarding the policy and its application; shall ensure fair investigations and review of allegations of sexual harassment; and shall periodically evaluate the effectiveness of its policies and procedures.

Institution policies shall:

1. Use common definitions of "Sexual Harassment." For students, sexual harassment is defined in the Board's Administrative Rule, OAR 580-015-010(2). For employees, sexual harassment is unwelcome sexual advances, requests for sexual favors or other verbal or physical conduct of a sexual nature when:
 - (a) Submission to such advances, requests, or conduct is made either explicitly or implicitly a term or condition of an individual's employment; or
 - (b) Submission to or rejection of such advances, requests, or conduct by an individual is used as a basis or condition for employment; or
 - (c) Such conduct is unwelcome and sufficiently severe or pervasive that it interferes with an individual's work performance because it has created an intimidating, hostile, or offensive working environment for the individual who is the object of such conduct, and where the conduct would have such an effect on a reasonable woman (if the object is a woman) or a reasonable man (if the object is a man).
2. Prohibit sexual harassment and retaliation for reporting sexual harassment.
3. Identify a source of assistance to those wishing to file sexual harassment complaints.
4. Identify the process by which allegations of sexual harassment will be investigated and reviewed.
5. Contain the following:
 - A description of the grievance process;
 - Timelines for resolution and/or requests for time extensions of complaints;
 - A statement of the possible consequences for violating the sexual harassment policy, consistent with Board, institution and collective bargaining agreement requirements for the imposition of sanctions; and
 - A statement of the policy's applicability to employees and students.
6. Require notice to all contractors that contractors and contractors' employees are expected to adhere to the institution's policy prohibiting sexual harassment in their interactions with members of the campus community.
7. Establish campus-wide educational programs.

The policy shall be broadly and regularly disseminated to the entire campus. Institutions shall also offer training to faculty and administrators and ensure that those responding to

complaints have training and knowledge to fulfill their responsibilities. Institutions shall periodically assess the effectiveness of their notification and training processes.

8. Establish requirements for reporting and recordkeeping.

Each institution shall maintain records showing for each academic year:

- The number of formal complaints of sexual harassment;
- The number or percentage of those complaints in which sexual harassment was found to have occurred; and
- The sanction imposed (to the extent consistent with restrictions on disclosure of records).

Beginning in September 2006, every four years, each institution shall report to the Board the results of a study designed to measure the effectiveness of the policy as perceived by students and employees. This report is to include comments on the efficacy of education, information dissemination, and training efforts.

RELATED RESOURCES

Provide links to forms, external pages, implementation guides, etc. if applicable. Leave blank if not.